## **Listing of Claims:**

This listing of claims reflects all claim amendments and replaced all prior versions, and listings, of claims in the application. Material to be inserted is in **bold and underline**, and material to be deleted is in strikeout or (if the deletion is of five or fewer consecutive characters or would be difficult to see) in double brackets [[ ]].

- 1. (Currently Amended) A method of identifying a candidate for a position of employment, said method comprising the steps of:
- (a) creating a position advertisement including a datum particularizing said position of employment;
- (b) storing said position advertisement in a computer searchable position database;
  - (c) associating a keyword with said position advertisement;
  - (d) assigning a significance to said keyword;
- (e) associated at least one candidate screening question with said position advertisement;
  - ([[d]]f) associating a search periodicity with said position advertisement;
- ([[e]]g)upon expiration of a period substantially equal to said search periodicity, searching at least one computer searchable candidate database for a candidate resume including said keyword;
- ([[f]]h) scoring a candidate resume identified by said search as a function of said keyword;
- (i) influencing said scoring of said candidate resume as a function of said significance of said keyword;
- (j) upon identification of a candidate resume by said search,
  automatically requesting a response to said candidate screening question from a
  candidate resume identified by said search;
- (k) scoring a response by said candidate to said candidate screening question;
  - (l) assigning a significance to said response;
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# (m) influencing said scoring of said response as a function of said significance of said response; and

- ([[g]]n) presenting an identity of a candidate associated with said candidate resume identified by said search to a computer user on a basis of said score.
- 2. (Previously Amended) The method of claim 1 wherein the step of scoring a candidate resume identified by said search as a function of a keyword comprises the steps of:
- (a) identifying a number of occurrences of said keyword in said candidate resume identified by said search; and
- (b) comparing said number of occurrences to a threshold number of occurrences.
  - 3. (Canceled)
  - 4. (Canceled)
  - 5. (Canceled)
- 6. (Previously Amended) The method of claim 1 further comprising the steps of:
- (a) associating an identity of a computer searchable candidate database with said position advertisement; and
- (b) searching said candidate database associated with said position advertisement upon expiration of a period substantially equal to said search periodicity.
- 7. (Previously Amended) The method of claim 1 wherein the step of searching at least one computer searchable candidate database comprises the steps of:
- (a) storing an identity of a searchable, computer network accessible, candidate database;
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- (b) upon expiration of a period substantially equating said search periodicity, accessing said computer network accessible candidate database with a computer;
- (c) analyzing a text of a candidate resume stored in said computer network accessible candidate database;
- (d) scoring an occurrence of said keyword in said text of said candidate resume; and
- (e) as a function of said scoring, copying said candidate resume to another candidate data base.
- 8. (Original) The method of claim 1 wherein the step of creating a position advertisement comprises the steps of:
- (a) accessing a position advertisement template, said template comprising of at least one candidate qualification entry; and
- (b) including in a candidate qualification entry of said template no more than one candidate qualification.
- 9. (Previously Amended) The method of claim 8 further comprising the step of identifying at least one keyword associated with a candidate qualification entry.

## 10. (Canceled)

- 11. (Currently Amended ) A method of employment recruiting comprising the steps of:
- (a) creating a position advertisement, including a datum particularizing a position of employment;
  - (b) associating a keyword with said position advertisement;
- (c) storing said position advertisement and said keyword in a computer searchable database;

## (d) assigning a significance to said keyword;

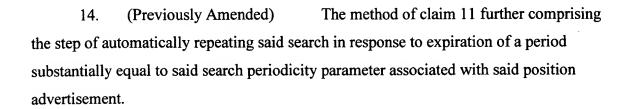
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- ([[d]]e)associating a search periodicity parameter in a computer searchable database;
- ([[e]]<u>f</u>) in response to expiration of a period substantially equal to said search periodicity parameter, initiating a computer search of at least one computer searchable candidate database for a candidate resume including said keyword;
- ([[f]]g) scoring a candidate resume identified by said search as a function of said included keyword;

## (h) influencing said score of said candidate resume as a function of significance of said keyword,

- ([[g]]i) including an identification of a candidate associated with said candidate resume in a result reportable to a computer user if said keyword score of said candidate resume at least equals a threshold keyword score;
- ([[h]]i) in response to a determination that said keyword score at least equals said threshold keyword score, automatically contacting said candidate and requesting a response to at least one screening question associated with said position advertisement;
  - ([[i]]k) scoring a response of said candidate to said screening question; and
- ([[j]]]) reporting said screening question response score in a search result presented to said computer user.
- 12. (Previously Amended) The method of claim 11 further comprising the steps of:
  - (a) requesting said candidate approve contact with an employment reference:
  - (b) upon receipt of said approval, automatically requesting a response of said employment reference to at least one reference query; and
  - (c) reporting said response to said reference query in a search result presented to said computer user.

## 13. (Canceled)



- 15. (Canceled)
- 16. (Canceled)
- 17. (Canceled)
- 18. (Canceled)
- 19. (Canceled)
- 20. (Canceled)